

**NYC Department of Education
2008-09 Contracts for Excellence Proposed Citywide Plan
Description of District-Wide Initiatives**

New and Expanded Principal Training Initiatives

C4E Program Area: Teacher and Principal Quality Initiatives

C4E Program Strategy: School Leadership Coaches for Principals

Proposed Allocation Total: \$10,000,000

Program Description

In April 2008, the Department issued a request for proposals from vendors providing a comprehensive principal training program. The NYC Leadership Academy, a nonprofit organization that has trained principals for City schools since 2003 through a private funding agreement that ended at the close of FY08 was selected from among multiple vendors through a competitive procurement process and began providing services to the Department of Education (DOE) on July 1, 2008.

Via its leadership development contract with the Department, the NYC Leadership Academy will support aspiring and current school leaders throughout the DOE, with a focus on fulfilling the specific needs of the highest need students and schools.

- Graduates from the Leadership Academy's Aspiring Principals Program fill 20-38% of DOE principal vacancies in any given year. The majority of graduates from the Aspiring Principals Program lead schools that serve high-need student populations and are eligible for Title 1 funding, and over 20% of the 4th cohort was hired to turn around schools assigned SINI status or designated as needing academic improvement.
- Participants in the New School Intensive open schools that enroll traditionally underserved students at greater rates than schools citywide. In 2007-08, the new schools' incoming 9th grade student population enrolled higher percentages of African-American and Latino students, English Language Learners, and students who performed below grade level standards on 8th grade exams than schools citywide. These new schools have demonstrated better results with these students.
- Added services under the new contract will provide competency-based training opportunities for school leaders in high-needs schools that have not participated in one of the original Leadership Academy programs.

C4E Allocation Methodology

The funds that the DOE is proposing to spend for the principal training activities outlined above constitute a district-wide initiative. While these dollars will not show up on individual school budgets, for the purposes of this plan, funds were allocated using a straight-line methodology to:

- Schools Opening in September 2008
- Schools in Improvement Status
- Schools Designated by SED as in the Top 50% of Citywide Need

Total # of Non-Duplicated Schools: 877

Allocation per School: \$11,403

Please note that these funds do not include discretionary dollars that individual schools may choose to spend on specialized principal training programs out of their own school-level C4E budgets.